



San Francisco Youth Commission Report on Sexual Assault & Harassment in San Francisco Schools

April 2005

DOCUMENTS DEPT.

AUG 28 2008

SAN FRANCISCO
PUBLIC LIBRARY

Prepared by the Sexual Assault and
Harassment Prevention Committee of the
San Francisco Youth Commission.

Principal Author:
Commissioner Peter Lauterborn

Committee Members:
Commissioners Max Lantz, Peter Lauterborn,
Laura Moir, Constance Mourning, Shanell
Williams, Student Advisory Council Member
Michelle Wong, and Student Delegate Alan
Wong

Committee Staff:
Colleen Montoya, Director, Youth Commission

Report Editor:
Eamon Doyle

Table of Contents

Introduction	1-7
History and Purpose	1
Definitions	3
Federal and State Laws Regarding Sexual Assault and Harassment	3
Local and National Data	5
Current Efforts to Address Sexual Assault and Harassment in San Francisco Schools	7-11
Department of Public Health	7
Department on the Status of Women	8
Department of Children, Youth, and Their Families	9
San Francisco Police Department	9
San Francisco Unified School District	9
Private and Charter Schools	11
Committee Recommendations	11-16
General Recommendations	11
Recommendations for the Department on the Status of Women	12
Department on the Status of Women & Department of Public Health	14
Recommendations for the Department of Public Health	14
Recommendations for the Department of Children, Youth, and Their Families	15
Recommendations for the San Francisco Police Department	15
Recommendations for San Francisco's Public, Private, and Charter Schools	15
Conclusion	16
Appendix A: Minutes from Youth Commission Hearing on Sexual Assault and Harassment	18
Appendix B: Op-ed on Sexual Harassment published by the <i>San Francisco Chronicle</i>	24
Appendix C: List of Community-based Resources	26

Introduction

History and Purpose

This report was produced by the San Francisco Youth Commission (SFYC) in partnership with the Student Advisory Council (SAC) of the San Francisco Unified School District (SFUSD). Together, the two groups formed a special committee to investigate the topic of sexual assault and harassment in public, private, and charter schools. While this report contains references to all levels of education, the focus of the committee was schools serving students in grades six through twelve.

This effort began in earnest with a community hearing hosted by the Youth Commission on April 1, 2004, at San Francisco's City Hall. Most of the people who spoke at the hearing were representatives from various government agencies and community-based organizations. The invited speakers were: John O'Brien, Gerbert Marquez, and other members of Student Leaders Against Sexual Harassment (SLASH); Carol Sacco, San Francisco Department on the Status of Women (DOSW); Jennifer Cynn, Staff Attorney, Equal Rights Advocates (ERA); Tyna Hector, San Francisco Women Against Rape (SFWAR); Iman Nazeeri-Simons, Office of Adolescent Health, San Francisco Department of Public Health (DPH); Colleen Fatoooh, Coordinator of School Resource Officer Program, Juvenile Division, San Francisco Police Department; and several representatives from the SFUSD, including Chief Development Officer Gwen Chan, Executive Director of Pupil Services Susan Wong, and Assistant Superintendent of High Schools Dr. Frank Tom. Details from the hearing can be found throughout this report. (Minutes from the hearing are included in Appendix A.) The majority of these presenters (or their departments as a whole) played critical roles in the development of this report.

The April hearing was focused on four essential questions regarding the problem of sexual assault and harassment:

1. What is currently being done, and what can be done in the future, to prevent sexual assault and harassment in schools?
2. What is the scope of the problem?
3. What is the best method for reporting and addressing the problem?
4. What can the City and County of San Francisco and its public, private, and charter schools do to support school communities in addressing the problem?

Following the hearing, the committee further researched the issues raised by those in attendance. Members of the Youth Commission's ad hoc Committee on the Prevention of Sexual Assault and Harassment focused on the existing and possible roles of City and County departments while the members of the SAC focused on gathering input from their fellow students, and obtaining information relevant to this report regarding the SFUSD. Members of the committee also worked to gather information from private and charter schools, but were largely unsuccessful in receiving responses.

The first section of this report focuses on analysis of sexual assault and harassment, and describes various policies in place to combat these problems.

The second section focuses on solutions to the issue. The Committee examined many of the relevant City and County departments, searching for ways that departments could step in and aid the schools. In addition, this report outlines ways that public, private, and charter schools can improve their current policies to combat sexual assault and harassment.

A portion of the analysis, recommendations, and other commentary originated from the members of the committee. Additional material originated at the April hearing. Many other organizations also participated in the creation of this report. These organizations contributed to the report through both the April hearing and through follow-up meetings, phone calls, and e-mails.

As sexual assault and harassment is by no means an uncommon topic of discussion and research, the committee found various articles on the subject, and incorporated relevant aspects of them into this report. All sources have been properly cited.

The Youth Commission and the Student Advisory Council

The San Francisco Youth Commission is a group of 17 young people between the ages of 12 and 23. They represent youth from a wide array of communities and backgrounds, and advise the Board of Supervisors, the Mayor, and all of the City departments on issues relevant to children and youth, including education, safety, and health. The Charter of the City and County of San Francisco was amended in 1995, through popular vote, to create the Youth Commission. The Commission is mandated by the Charter to represent youth in government.

The Student Advisory Council of the San Francisco Unified School District is composed of two representatives from each public high school within the jurisdiction of the SFUSD. They are the official student advisors for the Board of Education and the Superintendent of Schools. The SAC was created in 1962 and has since taken on many different forms. Its current incarnation was born in January 2004, when the Board of Education voted to support its bylaws, giving the SAC the official authority to advise the Board of Education and the Superintendent of Schools.

Why this issue?

Numerous Youth Commissioners and SAC members have witnessed and/or experienced some kind of sexual assault and/or harassment at their schools. This is not an uncommon occurrence. Following a much-publicized sexual assault at Wallenberg High School, two members of the Youth Commission authored a statement expressing their concern and thoughts on what could be done to deter future incidents.

Prior to voting on the statement, several members of the SAC spoke to the Youth Commission regarding their concern that sexual assault and harassment were far more common than media reports might lead one to believe. Members of both groups felt similarly that sexual assault and harassment in schools was a serious problem and that students, themselves, could make a valuable contribution towards addressing it.

To begin the process, the Youth Commission passed a resolution creating a joint committee between the Commission and the SAC to look into the problem of sexual assault and harassment in schools.

Definitions¹

For the purpose of clarity, following are the definitions of both sexual assault and sexual harassment that the Committee used while authoring this report.

Definition of "sexual assault"

The American Heritage Dictionary defines *sexual assault* as "conduct of a sexual or indecent nature toward another person that is accompanied by actual or threatened physical force or that induces fear, shame, or mental suffering." Rape is included within this definition.

Definition of "sexual harassment"

The following definitions of *sexual harassment* have been adapted from those of Equal Rights Advocates (ERA):

"Unwelcome behavior stemming from verbal, visual, or physical conduct. This includes any conduct based on a person's sex – not necessarily conduct of a sexual nature."

Two ways to experience sexual harassment:

- a. Quid Pro Quo: Someone in a power position (e.g., teacher, coach, principal) demands sexual favors in exchange for something. The tone of the proposals may be "positive" (e.g., "I'll give you an 'A' if you go out with me") or negative (e.g., "If you don't kiss me, I'll fail you").
- b. Hostile Environment: Comments, physical conduct, and/or visual conduct severe and/or pervasive enough to create a hostile school environment that interferes with someone's ability to learn or participate in the environment.

Federal and State Laws Regarding Sexual Assault Harassment²

Federal Laws

"The federal law prohibiting sexual harassment in schools is Title IX of the Educational Amendments of 1972 (Title IX), which prohibits any person to be subjected to discrimination, on the basis of sex, in an educational program or activity receiving Federal financial assistance. The law applies to any academic, extracurricular (E.G., student organizations or athletics), research, occupational training, and other educational programs from pre-school to graduate school that receives or benefits from federal funding. The entire institution falls under Title IX even if only one program or activity receives federal funds."

"Under Title IX, a school is required to have and distribute a policy against sex discrimination, particularly one that addresses sexual harassment. Such a policy lets students, parents, and employees know that sexual harassment will not be tolerated. A school is also required to adopt and publish grievance

¹⁻² This is for informational purposes only and not to give legal advice. For more information about your legal rights, and to obtain advice and referrals about sexual harassment and discrimination in education, contact Equal Rights Advocates' Advice and Counseling Hotline at 800-839-4372.

procedures for resolving sex discrimination complaints, including complaints of sexual harassment...

"Title IX also requires that schools evaluate current policies and practices to ensure the institution is in compliance with Title IX. Schools are also required to appoint at least one employee responsible for coordinating Title IX compliance efforts.

"Finally, it is illegal to intimidate, threaten, or coerce a person who has taken action under Title IX."

California Laws

State law requires that "each educational institution in the State of California shall have a written policy on sexual harassment," and goes on to state that the policy that is developed must be displayed in a prominent location.

State law allows for a comprehensive health education at all grade levels, following these guidelines:

- (1) Instruction and materials shall be age-appropriate.
- (2) All factual information presented shall be medically accurate and objective.
- (3) Instruction shall be made available on an equal basis to a pupil who is an English learner, consistent with the existing curriculum and alternative options for an English learner pupil as otherwise provided in this code.
- (4) Instruction and materials shall be appropriate for use with pupils of all races, genders, sexual orientations, ethnic and cultural backgrounds, and pupils with disabilities.
- (5) Instruction and materials shall be accessible to pupils with disabilities, including, but not limited to, the provision of a modified curriculum, materials and instruction in alternative formats, and auxiliary aids.
- (6) Instruction and materials shall encourage a pupil to communicate with his or her parents or guardians about human sexuality.
- (7) Instruction and materials shall teach respect for marriage and committed relationships.
- (8) Commencing in grade 7, instruction and materials shall teach that abstinence from sexual intercourse is the only certain way to prevent unintended pregnancy, teach that abstinence from sexual activity is the only certain way to prevent sexually transmitted diseases, and provide information about the value of abstinence while also providing medically accurate information on other methods of preventing pregnancy and sexually transmitted diseases.
- (9) Commencing in grade 7, instruction and materials shall provide information about sexually transmitted diseases. This instruction shall include how sexually transmitted diseases are and are not transmitted, the effectiveness and safety of all federal Food and Drug Administration (FDA) approved methods of reducing the risk of contracting sexually transmitted diseases, and information on local resources for testing and medical care for sexually transmitted diseases.
- (10) Commencing in grade 7, instruction and materials shall provide information about the effectiveness

and safety of all FDA-approved contraceptive methods in preventing pregnancy, including, but not limited to, emergency contraception.

(11) Commencing in grade 7, instruction and materials shall provide pupils with skills for making and implementing responsible decisions about sexuality.

(12) Commencing in grade 7, instruction and materials shall provide pupils with information on the law on surrendering physical custody of a minor child 72 hours or younger.²

In addition, the ERA offers the following information:

"The Sex Equity in Education Act of California's Educational Equity Laws prohibits sex discrimination, including sexual harassment, in any California academic, athletic, extracurricular, research, or financial aid program that receives state money. The California Sex Equity in Education Act requires that educational institutions of the state have a written policy on sexual harassment that is distributed to students, faculty, and parents. This statement must include information on where to obtain the specific rules and procedures for reporting charges of sexual harassment and for pursuing available remedies."

Local and National Data

In the fall of 2004, the Youth Commission, the Youth Leadership Institute, and the Student Advisory Council conducted an unscientific survey of approximately 6,000 high school students through YouthVote³. The groups used this survey as an opportunity to collect data on a large scale. Participation in the survey had been intended to reach every high school student in the district, but many schools and teachers chose not to participate.

The decision to ask questions in a vague way (i.e., "How many times have you or a close friend...") rather than a direct way (i.e., "How many times have you...") was made for several reasons. First, the committee wanted students to feel comfortable that their answers could not be tracked back to them. The committee also wanted to get an idea not only of how many people were being sexually harassed and assaulted, but also of how many people were being affected by the issue. Witnessing a peer being sexually harassed or assaulted can be detrimental to a student.

Results of the survey are as follows.

Q: "In the past year, how many times have you or a close friend been sexually harassed? [Sexual harassment is any unwelcome sexual advances, requests for sexual favors, and/or other inappropriate verbal, visual, written, or physical conduct of a sexual nature.]"

- 8.5% – Often at school
- 12.7% – Rarely at school
- 12.5% – Often outside of school
- 14.5% – Rarely outside of school
- 51.6% – Never

³ In addition to the youth survey, YouthVote includes the election for the student delegate to the San Francisco Board of Education, and an additional survey regarding issues on the November general election.

Q: "How many times have you or your friend reported it?"

3.6% – All
7.4% – Some
54.1% – Never
27.5% – I don't know
7.2% – I or he/she do not/does not know how to report it

Q: "In the past year, how many times have you or a close friend been sexually assaulted? [Sexual assault is sexual activity (including but not limited to rape) that is forced on a person.]"

2.9% – Often at school
4.7% – Rarely at school
4.1% – Often outside of school
6.7% – Rarely outside of school
81.5% – Never

Q: "How many times have you or your friend reported it?"

3.4% – All
4.4% – Some
59.2% – None
27.7% – I don't know
5.2% – I or he/she do not/does not know how to report it

It is very promising that many (51.6%) of the surveyed students reported that they had not been sexually harassed or knew of an instance of sexual harassment, and that fewer (18.4%) reported being sexually assaulted or knowing a victim of sexual assault. However, the fact that together, 48.4% of students are affected by sexual harassment on or off campus is not acceptable. Similarly, together, the fact that 18.4% of students are affected some instance of sexual assault is worrisome.

The following statistics are from the United States Department of Justice:

- One in two rape victims is under 18 years old.
- One in six rape victims is under 12 years old.
- 54% of rapes and sexual assaults are ever reported nationally.
- *The most common reasons given by women for not reporting these crimes are the belief that it is a private matter and fear of reprisal by the assailant.*

The following statistics are from "Hostile Hallways: Bullying, Teasing, and Sexual Harassment in Schools," a report published by the American Association of University Women, 2001.

- Eighty-five percent of incidents involve students harassing other students.
- How students who are harassed react:
 - 40% avoid the person who bothered or harassed them
 - 24% talk less in class
 - 22% don't want to go to school

- 21% change their seat in class to get farther away from someone
- 20% find it hard to pay attention
- 67% of students tell a friend about physical harassment. Only 20% tell a school employee, and 22% will tell a parent.

According to the "Meeting the Needs of Survivors" report, which was conducted by the San Francisco Department on the Status of Women, "twenty-nine percent of the sample felt that the most effective way of informing women and girls about services was through the media (e.g. newspaper, television, radio, billboard, and MUNI advertisements)."

In addition, Leigh Kimberg of the San Francisco Department of Public Health stated that through their Intimate Partner Violence Screening Protocol, between 10-20% of women receiving services from the City's hospitals and health clinics are involved in abusive relationships. In addition, she stated that teens are at a "higher risk" for being involved in such a relationship.

Current Efforts to Address Sexual Assault and Harassment

Department of Public Health

At the Youth Commission's hearing on sexual assault and harassment, a representative from the Department of Public Health (DPH) made it clear that the department considers sexual assault and harassment an issue of public health, and realizes that the issue affects both women and men, youth and adults.

The Department of Public Health is currently working to put an end to sexual harassment and assault in our community through the following ways:

- Encouraging community collaboration in prevention and crisis intervention for sexual assault.
- Providing gender focused training for staff and contractors.
- Implementing the DPH Intimate Partner Violence Screening Protocol, a program that asks individuals at City hospitals and health clinics whether or not they are in an abusive relationship. Clients who answer "yes" are referred to any medical, psychiatric, or legal resources they might need.
- Assisting in design and implementation of a healthy relationship curriculum in San Francisco schools. While the curriculum is not being developed with the SFUSD and is not focused on teen dating violence, but on child witnessing of violence, DPH is trying to complete a final revision and make it available on-line for use by providers. The project also provides funding for three Community Action Teams to address youth and intimate partner violence. The teams will focus on prevention and will usually be located in the community, not schools.

Department on the Status of Women (DOSW)

While both genders are the victims of sexual assault and harassment, women are more commonly the victims⁴. Accordingly, we saw fit to solicit information from the Department on the Status of Women. The following are excerpts from the department's purposes, as displayed on its website:⁵

- 1 Foster the advancement of the status of women and girls, particularly those issues that impact marginalized women and girls, both within City and County government and in the private sector.
- 2 Promote programs that increase public awareness and understanding of violence against women. Administer funds for the provision of emergency shelter for women and their children, and other support services to survivors of domestic violence and sexual assault.
- 3 Monitor complaints of unlawful and unequal treatment of women. Promote public education and awareness to prevent sexual harassment and discrimination against women.
- 4 Work with community organizations and coalitions promoting issues that improve the quality of life for women and girls.

According to the Department's Carol Sacco, the vast majority of organizations and services funded by the Department are geared toward the support of adult women and, in some cases, their children. The only program directly assisting youth that receives major funding from the Department on the Status of Women is San Francisco Women Against Rape (SFWAR).

Recently, the Department's Violence Against Women and Girls in San Francisco Program (VAW) funded an advertising campaign with the theme "Respect Is What's Sexy." The posters featured a tender image of a couple embracing and read: "The sexiest thing you can say to a woman is, 'Is this okay with you?'" The ads were displayed on billboards, at BART and MUNI stations, and in men's rooms at bars. They appeared in English, Chinese, and Spanish.

In addition, VAW released a pair of reports. The first report, entitled "Meeting the Needs of Survivors", makes the following comment in regards to youth:

"Young women and girls are extremely vulnerable both to victimization and to facing barriers in receiving help for violence. In discussing violence among youth, **greater focus has been placed on youth as offenders rather than youth as victims or survivors** [emphasis ours]." (Section 5.8)

The report also named a wide array of organizations and services available to women and men of all ages. All of them are listed, with descriptions, in Appendix H of "Meeting the Needs of Survivors." These organizations and services cover emergency shelters and housing; crisis lines; crisis medical services; crisis psychological services; advocacy and accompaniment; transitional shelters; vocational counseling and job training; self-defense; skill development; education and outreach; and legal services.⁶

⁴ "... Sexual harassment is done by men towards women (50-67%) ... sexual harassment does happen to working men (15-30%) [Gordon Clay, The National Men's Resource Calendar, Vol 9, No 1, 1993.]

⁵ The complete purposes, as well as much more information, can be found on the website of the Department on the Status of Women at www.sfgov.org/dosw

⁶ See Appendix C in this report for the full listing of CBOs named by DOSW.

Department of Children, Youth, and Their Families (DCYF)

The Department of Children, Youth, and Their Families is responsible for administering the City's Children's Fund of approximately \$30 million annually to agencies and organizations serving children and young people.

Peer Resources (a peer mentoring program for social and academic purposes) and the Wellness Centers (school-based health clinics for students) are both funded by DCYF and can be found in various SFUSD schools. They each provide various workshops on issues concerning self-respect and respecting others (one of the main differences between the Peer Resource and Wellness Centers workshops is that the Peer Resources workshops are youth-led).

The Big Brothers and Big Sisters organizations are also opening branches in some high schools, in hopes of helping to promote a safer atmosphere on high school campuses in general. This would theoretically help with the issues of sexual assault and sexual harassment.

San Francisco Police Department (SFPD)

Currently, the San Francisco Police Department runs the School Resource Officer (SRO) program within twenty-two SFUSD schools (no private or charter schools participate in the program). The SROs (police officers) are expected to both protect members of the school communities and to form bonds between the SFPD and the school communities.

Regarding sexual assault and harassment, a representative of the SRO program stated that the SROs receive training at the police academy, and additional training on sexual assault and battery in schools. According to the SFPD, SROs are present to ensure that schools are safe for students.

If sexual harassment or assault occurs, officers speak with both parties. If it is determined that the incident is a criminal offense, then the officers handle it as such. If it is a disciplinary issue, then the school handles it.

SROs located in SFUSD middle schools, as well as in some high schools, lead presentations regarding what is appropriate behavior, and what behaviors are against the law. The goal is to get students to understand early on that, while in the past they may not have been disciplined for certain actions, sexually assaulting or harassing another person could result in legal penalties.

The SFPD also attempts to educate SFUSD staff of their legal obligations to report occurrences of sexual assault and harassment.

San Francisco Unified School District (SFUSD)

In order to address safety on school campuses, the SFUSD and several youth-serving agencies in San Francisco formed a Safe Schools Task Force to identify the critical safety issues in SFUSD schools.

The agencies represented include (a complete list could not be located):

- Department of Children, Youth, & Their Families
- San Francisco Police Department (Juvenile Department)
- MUNI
- Gang Free Initiative
- Parent Teacher Association
- Parents for Public Schools
- Mayor's Office of Criminal Justice
- Office of Samoan Affairs
- Bayview/Hunter's Point Gang Free Communities

The Task Force created many initiatives, several of which have already been carried out:

1. In the spring of 2002, the SFUSD issued a "High School Student Safety Survey Summary" designed to gather specific information about students' feelings on school safety.
2. In January 2003, the SFUSD heightened its collaboration with other City agencies to develop strategies to improve student safety in our schools and communities.
3. On December 2, 2003, the SFUSD gave a detailed presentation on existing school safety measures, immediate actions the SFUSD is taking to improve school safety, and long-term safety options that school communities will need to consider.
4. On January 5, 2004, the SFUSD disseminated surveys to more than 100 schools and numerous community-based organizations, seeking suggestions for how to make schools safer in that endeavor.
5. On April 7, 2004, the SFUSD sponsored a "Day of Kindness" to improve the climate at all SFUSD school sites.
6. In recent years, the SFUSD has held safety workshops in middle and high schools throughout the district. The goals of the workshops are to create safer school communities and identify strategies that will make schools safer.

Furthermore, the SFUSD is establishing the following procedures in order to prevent sexual assault and harassment:

1. Students will continue to have access to Peer Resources and Wellness Centers.
2. School staff will enforce SFUSD dress codes.
3. School staff will do a better job of active supervision.
4. School staff will encourage students to use the school hotline to report incidents anonymously.
5. Principals will notify their teachers and other school staff through general meetings as to the procedures of mandated reporting.
6. Administrators, deans, and counselors will hold classroom presentations and/or grade-level assemblies about boundaries and respect.
7. The district will allow community-based organizations to encourage students to participate in group counseling and peer mentoring.
8. The district will carry out legal procedures as documented in the California Code of Education.

Private and Charter Schools

In preparing this report, the Committee attempted numerous times to contact private and charter schools regarding their efforts to prevent sexual assault and harassment. Unfortunately, none of our requests received a response.

Unfortunately, private and charter schools are not subject to the outside scrutiny that would require information regarding sexual assault and harassment to be made public. The only people in positions to demand such information are likely the private financial backers and students' parents. However, it is important to note that any school that receives federal funding must adhere to the Title IX requirements.⁷

The lack of disclosure by private and charter schools does not necessarily mean that they are not taking this matter seriously, or are not following state and federal laws. Still, members of these school communities must work to ensure that the students are sufficiently protected. The Committee recommends that members of the public who attend these private and charters schools ask if their school receives any federal funding. If they do, they should inquire about their school's implementation of Title IX.

Committee Recommendations

General recommendations for creating and implementing new policies

There are several concepts that are important for City departments and schools to keep in mind when creating and implementing policies and strategies to combat sexual assault and harassment. These concepts are essential to ensuring that the students are always the central aspect of each decision. With nearly all of the following recommendations, the San Francisco Unified School District, the primary stakeholder institution, will ultimately need to be involved though the entire process.

Support and encourage student involvement in the development of policies

It is incredibly important that students be involved in all areas of policy development and implementation. With respect to the issue of sexual assault and harassment, student voice is especially needed to ensure that all the needs of the students are being met. Because of the sensitive nature of this issue, it is never safe to assume what students' needs are.

Policies developed with the stakeholders' input will always be more effective than those designed without such input. The insight and first-hand knowledge that students have regarding sexual assault and harassment will be the difference between an acceptable policy and a truly successful one. The Committee recommends that both mass surveys and smaller focus groups be used to gather feedback from students.

Engage student governments to help protect their peers

The Youth Commission and the Student Advisory Council sometimes hear from students that student

⁷ See page 6 of this report for more information.

governments do little to address the real concerns of students. The issue of sexual assault and harassment is one that affects all students, directly or otherwise.

Student governments can be used as vehicles to gather information on the needs of students, or as participants in peer-to-peer education. Because they are outlets for organized groups of students to provide policy recommendations, student governments are a resource that should not go untapped.

Push for full cooperation between City departments, schools, and CBOs

Due to the large number of City departments, public, private, and charter schools, and community-based organizations committed to working on the issue of sexual assault and harassment, full cooperation will be necessary to accomplish goals. All stakeholder groups must have clear and open communication between each other. Furthermore, stakeholder groups should be willing to accept help from each other when it is offered. Barriers that have previously hindered such cooperation, such as poor communication and unspecified roles, must be remedied.

Departments on the Status of Women

Implement a public service announcement campaign in schools

The "Respect Is What's Sexy" campaign led by the Department on the Status of Women was very successful. The campaign was also unique in that it was targeted exclusively at men.

A similar campaign is needed for students. According to the "Meeting the Needs of Survivors" report, "twenty-nine percent of the sample felt that the most effective way of informing women and girls about services was through the media (e.g. newspaper, television, radio, billboard, and MUNI advertisements)."

A student-oriented campaign should be aimed at least in part at a male audience. More importantly, however, the campaign must speak to the unique circumstances that exist for middle and high school students, such as their age, relative sexual development, and culture.

To ensure that the campaign resonates with the youth of San Francisco, the Committee further requests that the Youth Commission and the Student Advisory Council be consulted throughout the creation and implementation of the campaign.

Locally there is already a great example of students participating in such a campaign. Students taking part in Galileo High School's Peer Resources wrote, acted in, and produced a video about sexual harassment in collaboration with the Equal Employment Opportunities Commission (EEOC) and Teaching Intermedia Literacy Tools. The film, "Teens Take On Sexual Harassment," is distributed nationally.

Facilitate outreach and use of CBOs

Rather than try to "reinvent the wheel" regarding direct services concerning sexual assault and harassment, the Committee proposes better coordination between CBOs and the public, private, and charter schools of San Francisco. A list comprised of CBOs that cater to this issue can be found in Appendix C of this report.

The Department on the Status of Women (DOSW) should assign a staff person to serve as a school liaison. As part of this role, the school liaison can promote and help facilitate the role of CBOs (such as those named in this report) in providing student services. The liaison could work to reach out to as many of the public, private, and charter schools as possible. Additionally, schools would learn of all the services available within the City.

The liaison could also be used as a resource for schools. For example, if a school desired a particular workshop or service, then that school could contact the DOSW liaison to be forwarded to the appropriate organization.

The large number of students under the supervision of the SFUSD means that SFUSD schools present more bureaucratic challenges to overcome than private and charter schools when it comes to engaging outside organizations in assisting the educational process. Therefore, the Committee recommends that this path be taken particularly with the SFUSD.

The Committee encourages the Mayoral Liaison to the SFUSD to be consulted or to be included as a partner in this effort.

Train teachers on handling student-to-student sexual assault and harassment

On June 22, 2004, the San Francisco Board of Education passed Resolution #45-25A16, which requires that SFUSD teachers receive training regarding the prevention of sexual assault and harassment. Private and charter schools should follow suit.

To aid the SFUSD and any schools who follow its lead, schools should work with the DOSW liaison to find CBOs willing to assist them in training these teachers.

Enrich the health curricula within all grade levels, and expand into elementary schools

During and following the Youth Commission's 2004 hearing on sexual assault and harassment, it became clear that not all students are able to talk about matters involving sexuality, including issues surrounding sexual assault and harassment. The Committee believes that this is partly due to the fact that the majority of students do not receive a significant amount of health education until middle school.

Schools across San Francisco should utilize CBOs to enrich their health curricula in ways that respect the age and grade levels of the students. This could materialize in the form of guest teachers, workshops, or other presentations of outside knowledge. Since each CBO specializes in a different field, there is a diverse array of possibilities waiting to be used by the schools. Examples include rape prevention groups and support groups for the abused. Not all aspects of this recommendation need necessarily be carried out on school campuses. Rather, a combination of on-campus presentations and referrals to various CBO sites would be sufficient.

Schools should use the CBOs to help design and teach curricula. The goal would be to prepare students to be comfortable discussing matters involving sexuality in their middle and high school years, and beyond.

Many students, when asked about their experiences with sexual assault and harassment, reacted as though they had just been told a dirty joke. In order to teach students how to prevent and react to sexual assault and harassment, schools first need to prepare them for that discussion.

The CBO liaison position proposed for the Department on the Status of Women could be responsible for aiding schools in finding appropriate CBOs.

Departments on the Status of Women and Department of Public Health

Provide educational workshops and an enriched health curriculum

CBOs should lead workshops for students on school campuses. The majority of these workshops should be aimed at informing students of ways to identify sexual assault and harassment, and of the appropriate procedures they can take to protect themselves.

Within the SFUSD, some of these workshops could include the School Resource Officers. However, workshops of a more diverse nature would most likely be able to reach a higher percentage of students. Additionally, CBOs should assist schools with their health curricula.

Department of Public Health

Maintain or increase levels of funding for counseling

With budgets increasingly tight, schools across San Francisco are being forced to cut counselors from their payrolls. However, the fact remains that students need *more* counseling.

In clinics across San Francisco, the Department of Public Health provides counseling services to young people. Due to the poor state of the economy, these counseling services are in danger of being subject to cuts. Such cuts must not transpire.

DPH should work with schools across San Francisco to alleviate some of the demand for counselors within schools. When a student needs a counselor, that student should be referred to the nearest DPH clinic that provides counseling. DPH should ensure that referred students be seen as quickly as possible so that they may either return to school or go home in a timely fashion. When possible, the school's Wellness Center should facilitate this referral. Schools without such centers should work with DPH to develop such a plan.

In the case of the public schools, financing for such counseling could come from voter-mandated funds set aside as a result of the passage of Proposition H in the spring of 2004. Among other things, Proposition H requires the City to give a significant amount of in-kind services or cash that can be used for any purpose. This sum will eventually reach the equivalent of \$20 million.

Allowing DPH-funded clinics to provide such counseling would also make receiving medical attention more convenient, should a student need it. Finally, this change would allow school counselors to focus more on their academic roles.

Expand Intimate Partner Violence Screening Protocol to All Public and Private Health Clinics and Hospitals

The Intimate Partner Violence Screening Protocol is a program that asks individuals at City hospitals and health clinics whether or not they are in an abusive relationship. Clients who answer "yes" are referred to any medical, psychiatric, or legal resources they might need. The Committee advises that the City work to get 100% participation in this program from not only the hospitals and clinics run by DPH, but to private medical institutions as well.

Most importantly, City clinics that cater specifically towards youth clients (such as the Cole Street and Larkin Street Clinics) should participate in this program. Additionally, City-run Wellness Centers, located in certain SFUSD schools, should also adopt this program.

Department of Children Youth, and Their Families

Distribution of Information

We urge DCYF to distribute information about preventing and responding to sexual assault and harassment. This should include information about how to identify sexual assault and harassment, and how to report such incidents. DCYF should also make information about counseling services (both on- and off-campus) for both victims and offenders available to all funded agencies that serve young people.

San Francisco Police Department

Conduct SRO-led workshops with students

With SROs present to support and protect students, it is appropriate for them to help educate students about the information they need to protect themselves. However, because of the sensitive nature of the subject, the Committee recommends that such workshops be co-facilitated with a student.

Because of their training, School Resource Officers (SROs) are uniquely qualified to lead workshops on sexual assault and harassment with students. Such workshops should cover everything from understanding the laws on sexual assault and harassment to explaining ways that students can legally file complaints of assault or harassment. The SROs should also assist students in obtaining counseling when it is appropriate.

Finally, the SFPD must ensure that the SROs who conduct such workshops are qualified to lead such sensitive topic discussions in a mixed-gender environment. Due to this, the Committee recommends that all SROs have their backgrounds checked—specifically for any possibility off complaints made to the Office of Citizen's Complaints regarding any sexist, racial, or harassment-related incidents.

San Francisco's Public, Private, and Charter Schools

Compliance with Title IX

Federal law requires that each educational institution that receives federal funding comply with Title

IX of the Educational Amendments of 1972.⁸ The committee's research found that there was confusion over whether all of the required educational institutions are in full compliance.

If schools are uncertain of the status of their compliance with Title IX, they should seek legal assistance. Incompliant schools are not only subject to losing some or all of their federal funding, but are also resisting efforts to increase the safety of their students. Because of the important purpose that Title IX serves, the Committee recommends that all schools adhere to Title IX – regardless of whether they receive federal dollars.

Encourage full cooperation with any valuable support from outside sources

Whenever outside agencies offer support to public, private, or charter schools, the agencies should be met with open arms and a willingness to cooperate. When it comes to fighting sexual assault and harassment in an era of tight budgets, any free or inexpensive assistance should be embraced.

This is especially important with respect to organizing workshops to take place on school grounds. After media campaigns, utilizing programs such as workshops was the "second most popular method to inform people of available services,"⁹ according to the "Meeting the Needs of Survivors" report.

Considering the dire state of the national economy, people in San Francisco are fortunate to live in an area with so many youth-serving community-based organizations (CBOs). This section outlines ways to promote the services provided by CBOs, and goes on to indicate several potential ways to use these organizations.

Conclusion

The most promising discovery during the creation of this report was that the issue of sexual assault and harassment in schools exists not because of a lack of programs and resources available. The primary factor in preventing students from receiving the resources they need is the disconnection between the service providers and the students of San Francisco.

The fact that the majority of the services needed already exists means the problem can be solved through a small number of government actions at a very low cost. The City and its schools must direct additional resources towards outreach and the advertisement of the services that are already available.

However, should the City and County of San Francisco decide to cut funding allocated towards its community-based organizations, or to the departments that will be supporting the City's schools, the City would be taking a large step backwards in the fight against sexual assault and harassment.

While the number of students who deal with sexual assault and harassment first hand is unknown, we do know, though national and local data, that nearly half of high school students deal with the issue at some point. While the victims of sexual assault or harassment suffer the most from the actions, witnessing or simply knowing

⁸ See pages 3-5 of this report.

⁹ "Meeting the Needs of Survivors," Section 4.7.

a person who has been victimized can be a traumatic experience. In order for our schools to truly become safe and supportive environments for students to grow academically and socially, this issue cannot be ignored or considered a nuisance. Rather, the City and its schools must together realize the great danger sexual assault and harassment presents to the students, and fight to make the changes that will secure our schools.

Appendix A

These are the official minutes (notes) from the hearing on Sexual Assault and Harassment. This hearing took place on April 1, 2004.

**San Francisco Youth Commission
Hearing on Sexual Assault and Harassment in Schools
Thursday April 1, 2004**

Minutes

Commissioner Peter Lauterborn called the meeting to order at 5:05 p.m.

Committee members in attendance: Youth Commissioners Max Lantz, Peter Lauterborn, Laura Moir, Constance Mourning, Shanell Williams, Student Delegate Alan Wong (SFUSD), Student Advisory Committee Member Michelle Wong (SFUSD)

Introductions [All]

Description of the San Francisco Youth Commission by Commissioner Lantz. Description of the Student Advisory Council by Michelle Wong.

Commissioner Lauterborn discussed the purpose and goals of the hearing, which included discussion of the following key questions:

1. What can be done and what is currently being done to prevent sexual harassment and assault in schools?
2. What is the scope of the issue?
3. What is the best method of reporting and addressing the problem?
4. What can the City & County Departments and the SFUSD do to further support students and school communities in addressing this issue?

Commissioner Mourning reviewed the purpose of the hearing and highlighted the following national statistics regarding sexual assault and harassment among young people:

1. 1 in 3 teen relationships are abusive;
2. 1 in 3 girls and 1 in 6 boys are survivors of child sexual assault;
3. Of the 22.3 million adolescents in the U.S. today, 1.8 million are known to have been victims of serious sexual assault;
4. 36% of teens report violence in their relationship;
5. 60% of children who grow up in abusive relationships will repeat the behavior;
6. Even when girls reported to a teacher or administrator that they had been victims of sexual harassment, nothing was done to the harasser in 45% of the incidents reported;
7. Only 8% of girls reported that they were aware of their schools having, and enforcing, a policy on sexual harassment.

Commissioner Mourning expressed that the hearing was not being held to "point fingers" at anyone, but to gather information and help put an end to the problem. She then went over the logistics of the hearing,

including the 3-minute rule for public comment.

Presentation by John O'Brien, SLASH (Student Leaders Against Sexual Harassment)

1. Student-led organization (SLASH) started in 1999 as a result of student interest in addressing sexual harassment. SLASH conducted own research, surveys, and interviews and came to the conclusion that sexual harassment was rampant in schools.
2. Teachers, students, administrators do not know how to address issue appropriately and fully.
3. A resolution was passed by the Board of Education in 1999 supporting the plan of action designed by SLASH. The plan recommended a staff position for the District, a monitoring system, and a reporting system.
4. SLASH worked to get changes implemented, yet as of today, the position recommended by the Board has not been hired and there has been no comprehensive training for students and school staff.

Mr. O'Brien urged the Youth Commission, Board of Supervisors, and Board of Education to deal with issue now.

Student Delegate Wong requested that the Student Advisory Council receive a report on SLASH's findings.

Presentation by Gerbert Marquez, SLASH

1. SLASH worked with the schools and recommended they implement a curriculum and a plan to support students dealing with sexual harassment and assault.
2. Discouraged the use of police in schools as a solution.
3. Thanked the Commission for holding the hearing.

Questions were asked and discussion followed.

Presentation by Carol Sacco, SF Department on the Status of Women (DOSW)

1. In May 2003, DOSW issued a report on the status of girls in San Francisco. The report included benchmarks for success and looked at many issues facing girls.
2. Much of the information gathered came directly from the SFUSD Youth Risk Survey.
3. Dating violence, sexual harassment issues were big concerns raised by the report. According to the report:
 - 7% of girls had been hit, slapped by boyfriend
 - 27 % of high school and middle school girls reported receiving slurs on weight, size, and physical appearance
4. In 1998, a local ordinance was passed by the Mayor and Board of Supervisors mandating the city to condemn discrimination against girls and to support gender equity, equal opportunity for girls.

Ms. Sacco reviewed additional findings from the Girls Report and recommended the American Association of University Women's report "Harassment-free Hallways" as a further reference.

Questions were asked and discussion followed.

Presentation by Jennifer Cynn, Staff Attorney, Equal Rights Advocates

1. ERA was founded in 1974 to combat sex based discrimination.
2. Legal aspects of sexual harassment and school responsibilities.
 - Law states that Schools must:
 - have written policies;
 - display policies;

- make it part of orientation;
- include in publications;
- have one employee who is responsible for carrying out these policies.

Ms. Cynn recommended that the Committee review Title IX guidelines. She expressed ERA's interest in working further with the Committee to address this issue.

Questions were asked and discussion followed.

Public comment: Brian Fox, Director of Peer Resources; Students from Peer Resources; Stacy Blankenbaker, Coordinator of Wellness Initiative, SFUSD

Presentation by Tyna Hector, San Francisco Women Against Rape

1. SFWAR program, STAND, conducts presentations dealing with issues such as sexual harassment, assault, and rape.
2. Schools are unclear of their responsibilities and scope of problem.
3. Urged SFUSD to implement a uniform approach so students know where to go to talk to if they are being harassed, and what their rights are. Also urged that there be more support for people who have been harassed.
4. SFWAR does presentations at charter/private schools too - these schools have more interest in working on these issues than public schools.

Questions were asked and discussion followed.

SAC Member Michelle Wong commented that she felt badly that Wallenberg High School was being singled out as the school with the most sexual harassment/assault reports. Ms. Hector responded that it was a good thing that there was light being shed on the issue and that it would hopefully result in something being done to address problem.

Presentation by Iman Nazeeri-Simons, Office of Adolescent Health, SF Department of Public Health

1. Commended Youth Commission for holding this hearing and dealing with this issue.
2. Sexual Harassment & Assault is a public health issue that affects many people, including men. This is a population level problem for all and schools do not operate in a vacuum – they are a reflection of what is tolerated and what is considered acceptable in our greater community. We need to look at a community response to this issue.
3. The Department of Public Health would like to collaborate with SFUSD and other schools.
4. DPH has Community Action Teams (Tenderloin, SOMA, and Mission); community health programs for youth (Balboa and Cole Street clinics); community behavior health services/ wellness centers; CASARC (Child Adolescent Sexual Assault Resource Center).
5. Urged the Youth Commission to encourage teacher credentialing programs to add sexual harassment/assault response to curriculum.
6. DPH can tighten up coordination with SFUSD.

Questions were asked and discussion followed.

Public Comment: George Jones; Nicki Gibbon, Counselor at A.P. Giannini Middle School; Lorna Ho, Special Assistant to Superintendent, SFUSD; Commissioner Heather Hiles, Board of Education

Presentation by Gwen Chan, Chief Development Officer, San Francisco Unified School District

1. This is a great opportunity to address student safety. Safety of students is a top priority. Staff is working with teachers and students to create a safe climate.
2. SFUSD currently has the following in place to address school safety:
 - Safe-school training for all elementary, middle and high schools; schools are trained on strategies for improving school safety and asked to report back on activities
 - On April 7, 2004 there will be a district-wide teach-in, "Day of Kindness"
 - School safety curriculum has been translated into Chinese and Spanish
 - Safe Schools Task Force- expanded recently to include students and community based organizations, District Attorney's office, Mayor's Office on Criminal Justice, and MUNI
 - Each school is required to do an academic plan and to demonstrate a safe school climate. Schools have to illustrate what they are doing to make schools safe.
 - Stay in School Coalition, including seven student attendance liaisons (truant officers) and soon-to-be-hired Stay in School Coordinator
 - Additional supports include: Beacon Centers; school health programs; Wellness Centers; Health advocates at 29 elementary schools; Middle School social workers and nurses; High School health promotion teams (mental health and substance abuse workers); grief counselors
 - SFUSD does have curriculum incorporating SLASH's recommendations, but does not have a designated staff person.

Questions were asked and discussion followed.

Presentation by Susan Wong, Executive Director for Pupil Services, SFUSD

1. Pupil Services tracks the number of student suspensions. A school may suspend a student for committing/trying to commit a sexual battery.
2. Review of numbers of reports and challenges associated with reporting, including differences in definitions of sexual harassment and responses by schools.
3. Superintendent held a staff development training on March 30th at which teachers were educated about issue. Teach-in ("Day of Kindness") is scheduled for April 7, 2004.
4. Recommendations from school staff to decrease sexual assaults included:
 - Educating one another by setting good examples and explicit teaching (using the curriculum and class time) were the best methods;
 - Asking that school staff enforce dress code, not allow students to wear provocative clothing;
 - Increase school supervision (don't leave doors unlocked);
 - If future incidents occur, attempt to have all families participate in response;
 - Administrators, deans and counselors agreed to do follow up presentations after April 7th Day of Kindness;
 - All students need reminders of appropriate behavior, consequences of inappropriate behavior- weekly;
 - Administrators direct special education teachers to use counseling time to work with special education students;
 - Peer Resources' activities- using peers;
 - Allow community-based organizations to engage students;
 - Security aides should be present daily;

- Students should use school hotline to report issues;
- Review of protocols for child abuse and sexual harassment, protocols for doing an incident report.

5. SFUSD is working with many city departments, including Department of Children, Youth and Their Families, Department of Human Services, Community Mental Health, and the San Francisco Police Department.
6. Additional monies and resources for Wellness Centers and counselors would help the schools to address the problem.

Questions were asked and discussion followed.

Public Comment: Dr. Frank Thom, Assistant Superintendent, SFUSD

Presentation by Colleen Fatooh, Coordinator of School Resource Officer Program, Juvenile Division, San Francisco Police Department

1. There are 26 officers who work full time in schools.
2. There are different definitions for "sexual harassment", "sexual assault", and "sexual battery".
3. There is a lot of harassment and assault that youth are unaware of. There is a lot of verbal taunting with sexual overtones. SRO's host assemblies and inform students about what actions are punishable.
4. It is unclear if statistics reflect increase in behavior or in reporting.
5. SRO's receive training at police academy, and additional training on sexual assault/battery in schools. SRO's are there to make schools safer for students and conduct site-assessments to ensure buildings are safe for students.
6. Recommended consistent disciplinary policies.
7. If sexual harassment or assault occurs, officers will speak with both parties. If it is determined that it is a criminal offense, it is handled as such. If it is a disciplinary issue, the school handles it.

Questions were asked and discussion followed.

Public Comment: Commissioner Mark Sanchez, Board of Education

Initial committee reaction and discussion of possible next steps:

Student Delegate Alan Wong shared his reaction to hearing. He expressed concern that sometimes incidents are not reported because students don't take them seriously enough or they don't want their peers to see them as sexually harassed. He expressed that teachers need to take responsibility for reporting incidents and to take it seriously (not saying, "boys will be boys"). He concluded by saying that everyone needs to take this seriously so that something will be done.

Commissioner Williams thanked everyone in attendance and recommended the following:

1. More parent involvement is needed
2. Additional training for school administrators is needed
3. More community involvement and better relationships between community organizations and schools is needed
4. A staff person to deal specifically with this issue is required by law

5. There needs to be a closer look at issues of sexual orientation harassment
6. We need a new and/or clear process for how incidents are reported and student-involvement in the creation of this process

Commissioner Moir thanked everyone for answering the questions asked. She recommended that teachers and administrators need to be better informed about what to do and how to look for signs of sexual harassment or assault and that if teachers know that harassment is happening, they can better stop it.

Commissioner Mourning expressed that she was happy with the hearing and that she enjoyed it because the Committee was able to gather a lot of different perspectives. She stated that she felt there was a lot to do and looked forward to partnering with schools to address the problem.

Commissioner Lauterborn expressed that he was glad that any miscommunication was cleared up about the hearing. He had hoped to hear from more students but understood that sexual harassment and assault are difficult issues to talk about.

Student Delegate Alan Wong concluded the hearing by stating that complaints of sexual harassment and assault should never be dismissed and that harassment should never be normalized.

Meeting was adjourned at 8:35 P.M.

Appendix B

After the Youth Commission held its hearing regarding sexual assault and harassment, The San Francisco Chronicle asked one of the committee members to write an editorial for the paper. The editorial, shown here in its printed version, meant to explain that the Youth Commission was not trying to direct blame, but rather trying to get as much information as possible before making recommendations.

THE SAN FRANCISCO CHRONICLE
Wed, 14 Apr 2004

Rational Discussion of Irrational Behavior

-Peter Lauterborn

It is often said that schools are a reflection of society as a whole. If that is the case, then no one should be surprised to hear that sexual assault and harassment is a major issue in many San Francisco schools.

Earlier this month, before a San Francisco Youth Commission hearing on the matter, the San Francisco Unified School District announced that the number of reported cases of sexual assault and harassment had increased in the last year. This created such a shock in the community that I wondered how many people truly understood the complexity of the problem.

To be crystal clear, we on the Youth Commission point no fingers at any city or school district officials for failing to stop this problem. We know that sexual assault and harassment are prevalent throughout our society and our schools. What the commission does stand by is its initiation of an honest, thorough, cooperative youth-led discussion on sexual assault and harassment in schools.

In this discussion, the difference between sexual assault and harassment must be made clear. Assault refers to sexual conduct of actual or threatened physical force or conduct that induces fear in the victim; harassment refers to sexually offensive remarks or acts.

The Youth Commission realizes that it needs the support of all stakeholders in order to facilitate this discussion. Our public, private and charter schools cannot and should not be expected to single-handedly end sexual assault and harassment. Many city departments and community-based organizations are eager to work with schools on this issue.

The commission will create a list of recommendations that will go out to San Francisco schools, city departments and community-based organizations on how these groups can work together and share resources to help alleviate this problem. The list will address the following concerns:

- Prevention: How can we educate teachers, students and parents about sexual assaults and harassment and keep them from happening in the first place?
- Reporting: How can incidents that do occur best be reported?; and
- Assistance: How can we make sure victims get the support they need?

The commission finds itself in a unique role as the only public entity specifically mandated to advise city departments and lawmakers on behalf of youth regarding social, economic, recreational and educational issues. It is within this capacity that the commission takes its stands.

It should be noted that as of today, only the SFUSD has come forward with information regarding sexual assault and harassment. We still want each public, private and charter school to release its own information regarding sexual assault and harassment. No one should carry the erroneous belief that these transgressions occur only in the public-school system.

The pain that stems from this issue is real. Much of the commission's incentive for taking a lead in pushing this sensitive issue forward comes from our own relationships with people who have been victimized by sexual assault and harassment in and outside of schools. This has affected far too many of our closest friends and loved ones. This is a community issue that deserves a community response. That is why the Youth Commission is making the elimination of this threat from our schools a top priority.

Peter Lauterborn is the Government Affairs Officer for the San Francisco Youth Commission (www.sfgov.org/youth_commission) and a former SFUSD student.

Appendix C

This section is taken directly from Appendix H of "Violence Against Women and Girls in San Francisco: Meeting the Needs of Survivors." December 2000. Jennifer L. Price, M.A. (Access Social Knowledge), Sandra Soo-Jin Lee, Ph.D. (Access Social Knowledge), Seline Szkupinski Quiroga (Culture Cures Consulting).

<http://www.sfgov.org/dosw>

SERVICES AVAILABLE IN SAN FRANCISCO

Services are categorized by those provided by violence-specific agencies and those provided by non-violence specific agencies. We further categorize by type of service. Languages available for each service are also listed, if known. Languages listed, however, may not always be available and sometimes a callback or significant wait is necessary to access a particular language. This list is not comprehensive; we were not able to identify or interview all agencies and programs within San Francisco.

Violence Specific Agencies: Crisis Intervention

Emergency Shelters and Housing:

There are three emergency safe houses or shelters in San Francisco specifically for women who have experienced violence. The locations of emergency safe houses or shelters are secret to protect clients from perpetrators. All have waiting lists. Additionally, other agencies provide emergency housing, but these are not safe houses, meaning their locations are not secret and, therefore, residents may still be at risk.

Riley Center operates Rosalie House, a 20-bed emergency safe house for women and their children for 8 weeks. Spanish and English are spoken. They accept teenage mothers.

La Casa de las Madres is a 35 bed emergency safe house for women and their children for 8 weeks. English, Spanish, Korean, Japanese, and Tagalog are spoken. It will accept teenage boys with their mother, large families, women with chemical dependencies, and the mentally disabled.

Asian Women's Shelter is a 16-bed safe house for women and their children. It can provide translators for over 22 languages.

Donaldina Cameron House has temporary emergency housing, a studio apartment, at one location that is not a "safe house." They also have a special arrangement to place women at a second location, a residential hotel.

W.O.M.A.N., Inc. also provides vouchers to local motels, which are not "safe houses," for emergency housing.

Crisis Lines:

The National Domestic Violence Hotline is a 24-hour line for counseling, crisis intervention, information, and referral to local agencies. It has multiple language capabilities.

W.O.M.A.N., Inc. operates the only local 24-hour domestic violence crisis line in the Bay Area. English, Spanish, and 22 Asian languages are available through collaboration with the Asian Women's Shelter. They take over for other domestic violence hotlines during the weekends and evenings.

Riley Center operates a crisis line in English and Spanish. Its line is taken over by ***W.O.M.A.N., Inc.*** on evenings and weekends.

La Casa de las Madres has a crisis line for teens and adults in English and Spanish. ***W.O.M.A.N., Inc.*** answers its line on evenings and weekends.

TALK-Line is a 24-hour hot line that deals with parental stress and child abuse. It focuses on "preventative medicine" by providing an outlet for parents to air their frustrations and to find alternatives to abuse.

San Francisco Rape Treatment Center operates a 24-hour crisis line for survivors of sexual assault.

Child and Adolescent Sexual Abuse Resource Center (CASARC) runs a 24 hour crisis line for survivors of sexual abuse, incest, statutory rape, and other sexual assaults who are under 18 years of age. English, Spanish, and Cantonese are spoken.

San Francisco Women against Rape (SFWAR) has a 24-hour crisis line for survivors of sexual assault including sexual harassment, incest, child sexual assault, same-sex sexual assault, domestic violence, ritual abuse, stalking, male survivors, and suicide prevention. English, Spanish, Cantonese, Mandarin, Vietnamese, Tagalog, Japanese, Korean, Portuguese, Arabic, Farsi, Tamil, Krio, and French are available. **Community United Against Violence (CUAV)** operates a 24-hour crisis line for gay, lesbian, bisexual, and transgender individuals experiencing any type of violence. English, Spanish, Japanese, and Tagalog are available.

Shalom Bayit Jewish Women's Task Force on Domestic Violence operates a crisis line for survivors of domestic violence.

Teen Crisis Line is a 9 to 5 crisis line for youth dealing with abusive situations. It is operated by the Riley Center. After hours, the line is taken over by W.O.M.A.N., Inc. English and Spanish are available.

Men's Hotline is a 24-hour crisis line for batterer intervention counseling operated by ManAlive. English and Spanish are available.

Crisis Medical Services:

San Francisco Rape Treatment Center provides 24-hour medical treatment and exams including evidence collection for survivors of sexual assault. English, Spanish, and Chinese are available and they have access to San Francisco General Hospital interpreters.

CASARC has medical treatment, exams, and evidence collection available 24-hours for sexual assault survivors under 18 years of age. English, Spanish, and Cantonese are spoken.

Crisis Psychological Services:

San Francisco Rape Treatment Center offers 24-hour rape crisis intervention and short term counseling for sexual assault survivors.

CASARC offers 24-hour rape crisis intervention and short term counseling for sexual assault survivors under 18 years old.

The Traumatic Stress Unit of San Francisco General Hospital (SFGH) provides services for any adult who has experienced or witnessed violence. Services include individual, group, short and long term counseling, bedside assessment, referral to other assistance and home visits. Clinicians speak Spanish, English, Russian, Bulgarian, and Tagalog and interpreters are available.

Advocacy/Accompaniment:

SFWAR accompanies survivors of rape and sexual assault to San Francisco General Hospital's Emergency Room for evidence collection and/or medical treatment. Medical advocates work in conjunction with Sexual Assault Nurse Examiners to create a safe and supportive atmosphere for survivors during the medical/forensic exam.

Violence Specific Agencies: Non-Crisis Intervention

Transitional Shelters:

Brennan House, operated by Riley Center, is a one-year transitional housing facility with 30 beds for women, their children, and emancipated minors.

Mary Elizabeth Inn provides transitional housing for women leaving emergency shelter. It offers counseling and provides services in English and Japanese.

Legal Services:

Bay Area Legal Aid (formerly the San Francisco Neighborhood Legal Assistance Foundation) is a non-profit law office, which assists domestic violence clients in family law. It has English, Spanish, Chinese, Vietnamese, and Tagalog capabilities.

Cooperative Restraining Order Clinic (CROC), run by Bay Area Legal Aid, assists women in obtaining orders of protection.

W.O.M.A.N., Inc. screens and schedules clients for evening legal clinics through their 24-hour crisis line, provides guidance with self-representation in court and follow-up of police responses, and provides information on legal rights and the criminal justice system.

Donaldina Cameron House provides legal assistance for issues such as restraining orders, child custody, child support, immigration, and divorce for battered Asian immigrants in partnership with Nihonmachi Legal Outreach (NLO).

Nihonmachi Legal Outreach (NLO) serves Asian and Pacific Islander communities and provides legal and educational services in the areas of sexual harassment, domestic violence, date rape, and elder abuse. It also provides assistance and education programs on immigration and naturalization and other aspects of family law. Several Asian and Pacific Islander languages are offered.

Community Defenders of the Bayview Hunter's Point Foundation provides legal and ancillary services including representation in the criminal justice system.

Domestic Violence Legal Services provides pro bono legal services to survivors of domestic violence.

Equal Rights Advocates provides legal assistance, referrals, advocacy, and counseling for women with sexual harassment claims. They also have an advice and counseling hotline for practical advice, counsel, and public education. They work with youth. They use the AT&T Language Line enabling them to have a translator available in over 150 languages.

Legal Services for Children, Inc. is a free, comprehensive law office for children and youth, up to 17 years of age, providing legal and social services. Services include restraining orders, victim support, emancipation, guardianship, mental health issues, child abuse, school discipline, special education, and delinquency.

Legal Services for Youth provides free legal assistance for youth including restraining orders, victim support, custody, paternity, and emancipation. Spanish, Chinese, and Tagalog are spoken.

Divorce Center of San Francisco offers low cost legal and paralegal help for family law and domestic violence cases including referrals, document preparation, and restraining orders. English and Spanish are spoken.

Legal Assistance to the Elderly provides free legal advice and representation to San Francisco residents over 60 years of age. It assists in avoiding financial and physical abuse.

Legal Aid Society/Employment Law Center's Domestic Violence and Employment Project has a toll free hotline, individual counseling, advocacy, training, and public education about employment issues affecting victims of domestic violence.

San Francisco's District Attorney Family Violence Project provides free, confidential legal counseling and domestic violence advocacy to all victims of domestic violence regardless of sex, sexual orientation, or immigration status. Services include follow-up contact with survivors; assistance with victims of crimes compensation claims; orientation to the criminal justice system; case status and disposition information; notification of family, friend, employer or creditor; calculating losses from crime; and assisting in reclaiming property from police or prosecutor.

Medical Services:

San Francisco Rape Treatment Center offers medical counseling for STD testing, HIV testing, and pregnancy testing for survivors of sexual assault.

CASARC conducts interviews in cases of suspected child sexual abuse.

SAGE, a grassroots organization for women victimized by or at risk of sexual exploitation, violence and prostitution, provides holistic and traditional healthcare services.

Psychological Services:

W.O.M.A.N., Inc. offers group and individual counseling in English, Spanish, Hindi, Farsi, and Punjabi. Drop-in support and evening support groups are available. Free childcare is available. Also offers woman-to-woman violence counseling.

Casa de las Madres offers drop-in and on-going counseling in English and Spanish. Support groups are offered to teens and in jails, clinics, and mental health facilities.

Asian Women's Shelter offers counseling and support groups with special services directed to LBT women.

The Riley Center provides peer counseling and support groups in English and Spanish.

Chinatown Youth Center provides individual, group, and family counseling for at-risk youth and their families in Asian communities. Interpretation in Cantonese, Mandarin, Vietnamese, Korean, and Tagalog is offered.

The Rape Prevention Education Program of the UCSF Center for Gender Equity offers support groups for survivors.

The San Francisco Network for Battered Lesbian and Bisexual Women offers a support group for lesbian and bisexual women who are survivors of same-sex domestic violence.

Glide Memorial's Survivors of Abuse, Incest, and Violence (SAIV) offers a support group for women.

PROMISE offers support groups to survivors of prostitution, which are facilitated by peer counselors.

SAGE provides gender specific mental health services for mental and physical trauma, peer support groups, and satellite sexual trauma counseling.

Donaldina Cameron House provides individual and family counseling for Asian immigrants.

San Francisco Rape Treatment Center offers individual, group, and family counseling for survivors of sexual assault.

CUAV has short-term counseling and support groups for survivors of domestic violence, sexual assault, police brutality, and hate crimes.

SFWAR provides 8 to 10 week peer counseling groups to women survivors of adult sexual assault, including survivors of same-sex sexual assault.

The Traumatic Stress Unit of SFGH provides individual, group, short and long-term counseling.

The Women of Courage Project, sponsored by Lyon-Martin Women's Health Services, offers support groups for female survivors of childhood abuse.

The Center for Special Problems provides counseling for survivors of domestic violence and spousal abuse, support groups for incest survivors, and counseling for batterers including female batterers.

Bayview Hunter's Point Foundation's Critical Incident Response Team (CIRT) provides mental health counseling and grief counseling for individuals under 24 years of age and their families who are experiencing emotional stress or trauma due to violence.

UCSF/Mt. Zion Violence Prevention Project offers counseling to families with children under 18 years of age that are affected by violence.

Morris Center provides low-cost, long-term recovery counseling for adult survivors of physical, sexual, or emotional child abuse.

MOVE offers group and individual counseling and weekly support groups for men identified as abusive.

They also work with 12 to 20 year old males who have been violent with their intimate partners or family members.

Vocational Counseling/Job Training:

La Casa de las Madres works with the Job Shop to provide resume building and interviewing-skills workshops and with Arriba Juntos to provide job training.

Riley Center provides employment counseling.

Donaldina Cameron House provides employment assistance and job development.

Arriba Juntos provides job training and other employment services to immigrant women and women of color at risk of homelessness.

SAGE provides mentoring and job placement for women victimized or at risk of sexual exploitation.

Advocacy/Accompaniment

W.O.M.A.N., Inc. has advocates working with the San Francisco Police and Sheriff's departments.

Donaldina Cameron House has multilingual children's advocates.

SFWAR has legal advocates to support survivors who file a police report or seek a restraining order.

PROMISE has domestic violence advocacy services from women in prostitution.

Chinatown Youth Center has a crisis unit, which assists at-risk youths and their families in obtaining services such as education, legal help, and substance abuse counseling.

CASARC provides accompaniment to court services for children and adolescent survivors of sexual assault.

California Coalition for Women Prisoners (CCWP) is a statewide coalition supporting women prisoners. It advocates for women who have experienced sexual assault by guards and for women imprisoned for defending themselves against their abusers.

CUAV provides advocacy through the court system for GLBT survivors of violence.

District Attorney Family Violence Project provides support through the duration of the criminal court case, including accompaniment to court hearings.

Victims/Witness Assistance Program, administered by the District Attorney's Office, advocates for women who have experienced violence by providing support through the criminal justice system and assistance in filing for compensation from the State Board of Control's Victims of Crime Program.

Referral/Information:

All VAW agencies provide information and referrals to other agencies and services for clients who have additional needs or needs the agency cannot meet. Some agencies have more extensive and up-to-date referral lists than others. W.O.M.A.N., Inc., for example, updates its referral list quarterly. In addition to agencies already mentioned, these agencies offer referral and information:

Domestic Violence Response Unit of the San Francisco Police Department provides referrals to shelter, restraining order services, and other police protection services.

San Francisco Child Abuse Council provides education, training, consultation, information, and referral services.

The Community Outreach and Advocacy Program of the Mission Police Station provides information about the legal options available to survivors of domestic violence.

Family Violence Prevention Fund provides information, referral and technical support to end domestic violence.

Shalom Bayit Jewish Women's Task Force on Domestic Violence is a liaison between the domestic violence service community and the Jewish community. It refers women to shelters and services. It provides technical assistance to agencies to help them serve the needs of Jewish clients.

Technical Assistance:

The majority of VAW agencies provide technical assistance to other agencies, community based organizations, police, health care providers, schools, and other interested institutions and organizations on violence prevention and intervention.

Family Violence Prevention Fund's National Health Initiative on Domestic Violence trains health care providers throughout the nation to recognize signs of abuse and to intervene effectively to help battered women.

Bay Area Legal Aid provides technical assistance to other providers (police, judges, doctors), professional groups and agencies (foster care agencies, juvenile probation officers, mediators), and domestic violence advocates about immigration relief, violence in GLBT communities, and the overlap between domestic violence and welfare.

Violence Specific Agencies: Prevention

Self Defense:

SFWAR offers free self-defense classes with on-site childcare throughout San Francisco. They target immigrants, women of color, women with disabilities, and teens.

Women's Safety Project teaches physical defenses against sexual assault, verbal responses to harassment, and effective ways to set limits and de-escalate tense situations to women. It offers discounted rates on workshops to non-profit organizations serving low-income women.

Girls Take Charge, a program of the Women's Safety Project, provides three years of after school self-defense instruction and information on accessing resources to middle and high school aged girls at three community locations (Visitacion Valley, Sunset, and Richmond).

Defending Ourselves School of Self Defense offers comprehensive training in safety awareness, verbal assertiveness, and physical techniques to respond to violence for women, young women, and mothers and daughters together. This is a for-profit organization, but it offers special programs for low-income women.

Crime Prevention Solutions teaches streetwise self defense with a focus on understanding the power dynamics in an assault and training students to gain control of a bad situation. Students learn verbal assertiveness, psychological responses, and physical techniques through role-plays. It has a date rape prevention program for junior and senior high school boys and girls. This is a for-profit organization, but it offers special programs for low-income women.

CUAV conducts self-defense classes.

Skill Development:

AWS provides classes in literacy, English as a Second Language, and citizenship.

Donaldina Cameron House provides anger management classes, parenting classes, English as a Second Language, and naturalization classes.

Chinatown Youth Center's Parent and Youth Empowerment Program provides parenting classes for Chinese-speaking immigrant parents.

Personal Resource Development/Life Skills

Donaldina Cameron House has several youth programs including peer counseling, after school programs, and adolescent girls programs to increase self-esteem.

Girls After School Academy (GASA) is a comprehensive program providing a safe environment for girls by offering positive role models, activities which inspire learning, and access to educational and recreational resources. Skill development focuses on effective communication, conflict resolution, gender and cultural pride, leadership, and academic enhancement.

Young Women Arise Project, a collaboration with Horizons Unlimited, Westside Community Mental Health Center, New Generation Health Center, and Youth Guidance Center, offers self-esteem/self-concept

development for young African American and Latina women.

Omega Boys Club works with young men and women from 14 to 21 years of age at risk for violence. Their Omega Academic Program provides academic preparation and life skills education for all Club members. College bound members receive counseling, college placement assistance, and scholarship support and non-college bound members receive social and employment skills necessary to enter the job market.

The Center for Human Development's Sexual Assault and Domestic Violence Prevention Program incorporates a domestic violence and sexual assault prevention curriculum into the current curriculum for the therapeutic groups at Log Cabin Ranch, a young men's detention facility. It includes self-esteem, anger management, conflict resolution, grief and loss, problem solving, and mediation. They discuss different triggers leading to domestic violence and sexual assault and identify physical cues and coping mechanisms. They also use role-play and teach mediation and visualizing what it is like to be a woman. Male and female volunteers work with staff members of the opposite sex to model healthy male/female interaction.

The Center for Human Development's Youth Striving for Excellence (YSE) Program works with "at-risk" youth in the County Community Schools. Mentors from local universities and community groups work with youth one-on-one or in small groups as facilitators. A substance use and violence prevention curriculum is integrated into the program.

United Players is a gang prevention program at Balboa High School open to any interested youth, gang member or not, which organizes group activities as alternatives to gang activities.

Asian Perinatal Services serves Asian and Pacific Islander communities by providing infant follow up care at San Francisco General Hospital, such as home visits, individual on-site counseling, and a variety of educational workshops on infant care, parenting, child abuse and neglect, and family violence.

Violence is Preventable (VIP), a program of the Girls Project, assists young women at risk of becoming victims or perpetrators of violence by giving them access to a referral network. Services include counseling, case management, mentoring, family mediation, employment, and peer education.

Education/Outreach:

SFWAR publishes rape prevention materials in English, Spanish, Chinese, Vietnamese, Japanese, Tagalog, and Arabic. Materials are in large print and on audio tape. They also conduct presentations at community-based organizations, universities and colleges, street fairs, neighborhood gatherings, and workplaces to address definitions of rape and sexual assault, prevention techniques, and resources for survivors.

Students Talking about Non-Violent Dating, a project of SFWAR, trains teens to be peer educators on dating violence, sexual assault, and domestic violence. They also lead workshops that teach sex education as rape prevention to girls.

Mission Girls-Proyecto Adelante offers after-school prevention workshops on rape, sexual assault, date rape, statutory rape, and battering in English and Spanish.

The Rape Prevention Education Program of the UCSF Center for Gender Equity gives workshops and trainings, resource referrals, and self-defense classes.

Chinatown Youth Center provides on-site and school-based support groups, outreach, presentations, and after-school programs to at-risk youth in an effort to prevent delinquent behaviors.

Chinatown Youth Center's Young Asian Women Against Violence Program produces violence prevention materials for Asian girls and facilitates violence education workshops.

Sisters Working in Community (SWIC) is a collaboration between SAGE Project, ManAlive Education and Research Institute, and Women and Children Family Services to expand prevention and education to women and girls at risk for experiencing intimate partner violence and sexual assault.

Third Eye Movement deals with police brutality issues through education workshops.

CUAV documents and publicizes anti-GLBT violence and has an anti-bias speaker's bureau, which gives presentations to schools, agencies, and other community groups.

Men Overcoming Violence (MOVE) provides teen dating violence prevention education at schools and weekly workshops for incarcerated youth.

W.O.M.A.N., Inc. conducts training sessions and presentations to community organizations, clubs, and schools.

Bayview Hunter's Point Foundation's Critical Incident Response Team (CIRT) conducts community outreach and education forums, which focus on violence prevention education and grief counseling.

Bay Area Legal Aid does outreach and education with community based organizations about family issues, radio broadcasts with Donaldina Cameron House, and trains survivors to talk with the media. In a collaboration with SFWAR, they visit local schools to educate students and train teachers. They also conduct outreach to professionals through a column on domestic violence in a legal newspaper and by recruiting attorneys to do pro-bono family law work.

The Child Sexual Abuse Strategic Action Project develops community-based education about child sexual assault.

Family Violence Prevention Fund develops educational media campaigns, workplace action plans, neighborhood action plans, and individual action plans to promote domestic violence prevention.

Omega Boys Club provides information and referrals; workshops and presentations for community agencies, schools and other organizations; and presentations to inmates in correctional institutions.

Non-Violence Specific Agencies: Crisis Intervention

There are numerous agencies and organizations in San Francisco, which serve women and girls who have experienced violence, but they are not identified as a VAW service provider. These agencies have as their stated mission the provision of services to specific populations such as at-risk youth, substance abusers, the disabled, or the homeless. However, these providers cannot ignore the reality of their clients' lives and so violence is addressed, albeit sometimes indirectly.

Emergency Shelters:

A Woman's Place, a 50 bed emergency shelter for homeless women with substance abuse problems, saves some beds for women who have been sexually assaulted.

Huckleberry House offers 24-hour crisis services and emergency shelter to high-risk and run-away youth.

Hamilton Family Center, a 70 bed emergency shelter for homeless families, makes referrals to violence prevention programs and provides services in English and Spanish.

St. Joseph's Village Family Center, a 25-bed shelter, provides homeless families and homeless pregnant women with 24-hour shelter, three meals a day, and an array of support services.

Diamond Street Youth Shelter offers emergency shelter to runaway and homeless youth.

Psychological Services:

Westside Community Mental Health Center provides crisis counseling for survivors of violence.

Non-Violence Specific Agencies: Non-Crisis Intervention

Transitional Shelters:

There are transitional shelters for women recovering from substance abuse, for pregnant or parenting teens, for homeless families, and for homeless youth. All these populations are at risk and so many have components of their programs that deal with violence and abuse.

Jelani House is a residential substance abuse treatment center with outpatient services for pregnant and parenting women. More than 80% of their clients have experienced violence in interpersonal relationships so they have domestic violence education, prevention, and support groups as well as outpatient domestic

violence abatement workshops for partners and ex-partners of clients.

Mount St. Joseph's provides housing for pregnant and parenting teens with services in English, Spanish, and Tagalog.

Florence Crittenton Services provides housing for pregnant and parenting teens.

Clara House is transitional housing for homeless families providing counseling and skill development.

Richmond Hills is transitional housing for homeless families providing counseling and skill development.

Dream House, a transitional home for homeless women with children, is operated by Jewish Family and Children's Services. It offers counseling in English and Russian.

Orlando House is a 12-bed facility for homeless youth who may stay for up to one year.

Guerrero House serves homeless young adults, 18-21 years of age. This 20-bed facility offers vocational training, case management, transitional living skills and counseling. The shelter was going to close for lack of funds. However, Catholic Charities, who runs Guerrero House, announced that the shelter will remain open with emergency city funds for the next three months, while city officials and the organization attempt to come up with a long-term plan to fund it. The demise of Guerrero House would reduce by half the number of transitional beds for homeless young people in the city.

Legal Services:

Women in Dialogue/U.S. Prostitutes Collective provides accompaniment, advocacy, case management, educational programs, legal assistance, and general lobbying efforts for women who work in the sex industry.

Legal Action for Women is a legal counsel group created specifically to help prostitutes who are unduly harassed and jailed by police. Their services are provided in English, Spanish, Mandarin, and Vietnamese.

La Raza Centro Legal provides direct legal services to the Latino, indigenous, immigrant, and low-income communities. Outreach programs aim to educate the Spanish speaking community of their rights, and attorneys represent clients on issues of racial discrimination, wage injustice, and sexual harassment.

Medical Services:

The Women's Needs Center (WNC) offers free reproductive health and gynecological services to women without health insurance, students, and low-income clients. Their services are provided exclusively by women. Services are offered in English, Chinese, French, German, and Spanish. They have a domestic violence/sexual assault response team and can conduct rape exams.

Psychological Services:

Community mental health centers provide psychological services to women, girls and families, many of who have experienced violence. **Chinatown North Beach Mental Health Center**, **Mission Children, Adolescent and Family Services**; and the **Southeast Child Family Therapy Center**, for example, all provide individual, family and group counseling and family intervention in appropriate languages. In addition, the **Westside Community Mental Health Center** has a **Youth Awareness Program (YAP)**, which includes anger management, communication and social skills development, and parenting issues. Substance abuse is often dealt with simultaneously with abuse in the context of providing services.

Glide Memorial's Black Extended Family Recovery Program, domestic violence is dealt with as part of the process of recovery. They provide help with temporary restraining orders, referrals to shelters, escape plans, stay plans with danger awareness, support groups, and individual counseling.

Iris Center provides counseling services to low-income women and their families. Their focus is on women of color, lesbians, single mothers, substance abusers, and homeless women. Along with recovery treatment, they have parenting classes and support groups, which focus on abusive relationships and sexual abuse recovery.

Friendship House is a residential substance abuse treatment program and drop-in support center primarily for Native Americans. They work closely with the Native American Health Center to get mental health services for women who have experienced violence.

The Family and Child Guidance Center of the Native American Health Center provides mental health and substance abuse counseling for individuals, families, and groups. They have a talking circle for survivors of abuse.

Vocational Counseling/Job Training:

The Women's Health Initiative for Self Employment (WI) provides business training and technical assistance in English and Spanish to low-income women in the San Francisco Bay Area.

Referral/Information:

Mujeres Unidas is a grassroots organization committed to educating and organizing low-income Latina immigrants and refugees. They provide information and referral for assistance with public benefits, healthcare, domestic violence, legal rights, and other community services. They also provide advocacy on a wide range of issues to the immigrant/refugee community.

Non-Violence Specific Agencies: Prevention

Skill Development:

The Teenage Pregnancy and Parenting Project (TAPP) serves pregnant or parenting teens, mostly under the age of 18, who may be dealing with difficult home situations including household incomes below the poverty level, an incomplete or interrupted education, and domestic violence. They are given educational services, job skills training, and pregnancy/parenting related classes. The program focuses particular attention on issues of domestic violence and self-sufficiency.

The Center for Young Women's Development's Street Survival Project fosters self-determination for young women under 25 years of age who are working in the street economy.

The Bay Area Women's and Children's Center provides information and referrals to low-income women, children and families. Drop in services include job listings, assistance in resume writing, case management, and referrals in all areas. They provide counseling, information, and referrals for those experiencing violence.

Personal Resource Development/Life Skills:

LYRIC is an organization dedicated to gay, lesbian, bisexual, transgender, and questioning youth. Programs include peer led rap groups, health workshops, leadership programs, and job training opportunities.

The Tenderloin Childcare Center provides enriched daycare for 36 children daily. Twelve slots are reserved for homeless children. Services include a specialized early childhood curriculum, two meals a day, a foster grandparent program, parent support and training, play therapy, and family counseling.

Education:

The ARC is a multi-service organization, which serves developmentally disabled adults. It informally provides abuse prevention and personal safety classes to clients as needs arise.

Health Initiatives for Youth (HIFY) mainly provides support and education for HIV positive youth, but has begun expanding to work with young women's health, immigrant youth issues, queer youth health, and advocacy for all youth with local, state, and federal officials. Their booklet *A Young Woman's Survival Guide* is distributed free to young women and includes a section on violence prevention and awareness education.

For more information about this report, please contact the San Francisco Youth Commission.

San Francisco Youth Commission

1 Dr. Carlton B. Goodlett Place, Room 345

San Francisco, CA 94102

Phone: (415) 554-6446

Fax: (415) 554-6140

E-Mail: YouthCom@sfgov.org

Web: www.sfgov.org/youth_commission

